



NEWS

OREGON DEPARTMENT OF TRANSPORTATION

## Season's Greetings

VOL. 4, No. 12

104 STATE TRANSPORTATION BUILDING, SALEM 97310

DECEMBER 1979

## All voluntary 85 to leave ODOT in year-end retirements

ODOT will lose about 85 employees on Dec. 31 to retirement, reports the Organization and Manpower Service (OMS) Branch. All are voluntary (age 65 or younger) departures.

About 70 will leave from Highway and Parks Divisions and DOT administrative offices; 15 will leave from the DMV. VIA will include a list of names in the January issue.

## 'Fair Share' to begin in Jan.

Beginning with the January paycheck, ODOT's 1,100 non-union employees covered by the OSEA agency agreement will be paying fair share fees.

The amount, \$9, \$11 or \$13 depending on salary, will be deducted from employees' paychecks.

The 1979 Legislature allowed OSEA to negotiate fair share (dues levied on non-union members covered under a collective bargaining contract) along with other benefits in the agency agreement.

The clause (Article 5) explaining the fair share responsibility in the new OSEA agreement reads: "Bargaining unit members who are members of the association shall either remain members in good standing or make payment in lieu of dues. Bargaining unit members who are not members of the association shall either become members or make payment in lieu of dues."

State law requires the OSEA to represent non-union members as well as union members.

ODOT accounting and personnel employees recognize there will be questions concerning the fair share deduction and advise employees to contact their OSEA representatives or the Employee Relations Board.

Voluntary retirements have risen since the mid 1970s, according to Bob Whipps, OMS manager. Most of this year's retirees are between the ages of 60 and 63, and five are age 55.

"Our trend is the reverse of the national trend," said Whipps. "In general people are holding off retirement because of inflation. Also, the mandatory retirement age was increased to 70."

Whipps credits the state's retirement pay system, coupled with the fact that most ODOT retirees have many years in the system, as the reason ODOT workers take early retirements. In many cases, state and federal benefits together provide close to the same monthly income as the employee received while working, he said.

Whipps, however, recommended that prospective retirees begin cutting back a little before they retire in order to ease into a fixed income lifestyle. Retirement pay increases only two percent a year, he said, which is considerably below the inflation rate.

"We encourage people to keep sick leave and not abuse it," he said, noting that accumulated sick leave pay is figured into the final average salary, which is what the state's retirement pension is based on.

Whipps also recommends pre-retirement counseling. Employees are granted three-and-a-half days to seek information on benefits from PERS (Public Employees Retirement System).

"We need more counseling on how to handle the transition to retirement, however," he said. "Nationally, 75 percent of those who retire don't have plans or goals. People should think about cultivating hobbies and other activities long before their last day of work."

According to Carl Hobson, head of Personnel Operations, about half of the prospective retirees he interviews have few, if any, plans or hobbies.

A booklet, "Pre-retirement Counseling," authored by Hobson, is available through his office. He routinely sends it to employees five years before they are scheduled to retire.

## 'Rocky' circumstances



This eight-foot boulder tumbled 40 feet down the mountainside near Klamath Falls on Hwy 97 early last November--Amazingly, it stopped short of causing serious damage, thanks to a special chain link fence designed and installed in 1972 by Klamath Falls Highway Division personnel. This area, 15 miles north of Klamath Falls, is known for serious rock slides. Two motorists were killed before the fence was installed. Surveying the damage to the fence is Gary Hanford, maintenance worker. **MORE ROCK SLIDES--** Another rock slide closed U.S. 20 at the Santiam Pass for more than 24 hours in late November, sending winter travelers to motels or on hundred-mile detours. Highway crews worked to remove boulders, some of which weighed several tons and were blasted with dynamite. Travel through the pass was restricted until the rocks were removed. Ted Litchfield, Region 2 construction engineer, said preventative measures will be taken to contain the outcroppings--possibly a fence similar to the one on Hwy 97.

## Inside

- Cecil Head retires after decades of service, page seven.
- Response team equipped to handle emergencies, page three.
- Linda Apple, from secretary to head forecaster, page eight.

## UW up 11.4%

ODOT's United Way donations in Marion-Polk counties topped last year's contribution by 11.4 percent, reports Doris Nelson, head of the department's United Way drive.

The Highway and Motor Vehicle Divisions will receive bronze plaques for their contributions. Here are the figures:

Aeronautics Division, \$601; Highway Division, \$10,491; DMV, \$2,067; Parks Division, \$885; Public Transit Division, \$185; and ODOT administrative offices, \$3,834. Total: \$18,163.

Nelson thanks coordinators who worked with her on the drive. They include Bob Gormsen, (Highway and DOT); Carolyn Campbell, (DMV); Carol Moore (Parks); Diane Schindler (Transit), and Carol Livie (Aero).

## Public Transit faces major tasks

It was the day before Thanksgiving, but Dennis Moore, Public Transit Division administrator, was already in a thankful mood.

"November has been an exceptionally good month for us," he said, noting several major accomplishments that will keep his 11-member staff busy for several months.

The Legislative Emergency Board last month reserved \$1 million in state funds for two additional passenger rail trips between Eugene and Portland, contingent on the federal government approving a \$3 million grant for the project.

The experimental service, recommended by the Willamette Valley Rail Study Committee, would use Amtrak equipment and crews. "This 18-month project provides a unique

opportunity to see if people will use transportation alternatives in times of energy constraints," Moore said. (For more on how Public Transit will be involved, see page three.)

### Demand exceeds supply

The division has \$900,000 this biennium to divide among small cities and rural areas for equipment, mostly buses. The funds were earmarked for seven local transit companies in Oregon--80 percent was in federal funds, 20 percent was from state and local funds.

"We received \$1.5 million in requests," said Erik East, deputy PTD administrator. "The energy crises has dramatically increased the interest among local governments, and we'll be scrounging for more state and federal funds wherever we can find them."

Another major stride in transit service came from the Transportation Commission's approval to buy and deliver 18 vans, three small buses and 18 wheelchair lifts to nine private non-profit organizations which serve the elderly and handicapped. Grants totalled \$285,245.

### Larger cities served

The first financial grant for operation assistance to a local transit system was awarded to the City of Albany. The city matched the state's \$17,666 in general funds for its bus system.

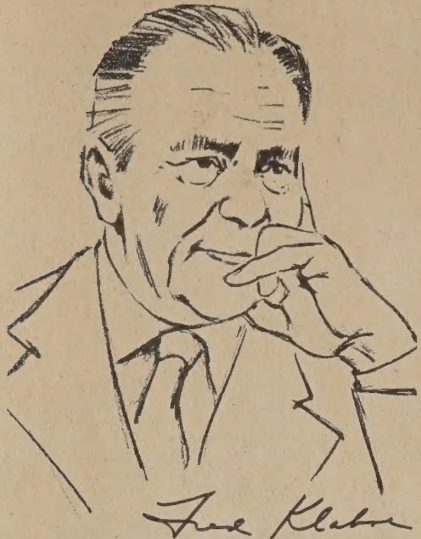
Salem voters also established a mass transit district last month. "This means accelerated interest in public transportation," Moore said. "Now, Oregon's three largest metropolitan areas have organized mass transit districts."



# Director's Corner

FRED KLABOE

At last count, we had a total of 81 people retiring during December. The average length of service equals 26.5



years--the total spans over 1,200 years. Six people have over 40 years' service. I want to take this opportunity to thank all of them for their years of faithful and dedicated service and to wish them well in their future years.

## Good turn-outs

The Highway Division has begun another round of 20 six-year hearing meetings. So far, we have had good turnouts and good comments from the public. After these meetings are finished, about the middle of the month, we will assemble all the requests for new projects and present them to the Oregon Transportation Commission. There will probably be \$200-\$300 million in requests. Since there is only \$58 million available for new projects over the next six years, the commission will have a difficult time selecting the best jobs.

Merry Christmas and a Happy New Year to everyone.



Joe Kuehn, transportation director of the Willamette Chapter of the American Red Cross, (left) received the keys Nov. 29 to two new buses for elderly and handicapped citizens in the Salem area. Presenting the keys, from the doorway, were Public Transit Division staffers, Maxine Newell, right, and Beth Mulcahy. Looking on is Red Cross driver, Susan Murphy. The division is involved in many other transit projects. (See story, page 1).

# Roses ...

Chances are one in a million that you'd find dollar bills floating through the air along the freeway.

Fred Lucht III, assistant district engineer, Corvallis, noticed an air-born wallet that had just bounced off the hood of the car ahead as he drove along I-5 early last month.

Lucht stopped to retrieve the wallet and pick up the money, which had scattered along the freeway and in adjacent brush. He collected about \$100, along with a few credit cards.

The owner had stopped at a gas station and left the wallet on his car, forgetting it as he drove away. Lucht contacted the owner, Alvie Bolman of Lebanon, and returned the wallet.

Bolman later sent Lucht a thank-you card, wishing him "the best the world has to offer, always."

# Gormsen picked

Robert Gormsen, former Beach Program coordinator in the Right of Way Section, has been named to replace Cecil Head as manager of Commission Services.

Head retires this month after 44 years of service. (See story, page three).

Gormsen, 57, began working for the department in 1962 as a relocation supervisor. He was appointed to coordinate the Beach Program in 1967.

# Hayden leaves

Bill Hayden, supervisor of Policy Development in the Policy and Program Development Branch, resigned this month to take a position with the Department of Economic Development (DED) in Salem.

Hayden, 35, came to ODOT in 1977. He was responsible for monitoring federal legislation affecting ODOT, as well as drafting departmental policies.

Hayden will head up the Community Economic Development Division in the DED.

# AA manager has strong background in personnel

Kay Turner brings a wealth of knowledge and experience in state personnel development to her new job as ODOT affirmative action (AA) manager.

Turner, former Executive Department coordinator for management development, said she joined ODOT because "There's a strong commitment here among top management to affirmative action, particularly upward mobility."

"I want to build on the successes the department has had," she said. "More and more women are breaking into management and other professional fields."

She is completing work on ODOT's AA Plan, begun under former AA manager Andre Kimboko, who now works in the Program and Policy Development Branch. The plan required by federal law, details the department's goals in hiring minorities.

"We're designing a system to assure that ODOT complies with the multitude of state and federal laws concerning job discrimination," she said.

Turner has been visiting Highway Division field managers, one-to-one, to discuss AA and discover what their experiences have been. "Affirmative action is a cooperative venture," she said, "so I plan to get acquainted with as many supervisors as I can."

Turner has worked in personnel management both in public and private sectors for about 20 years. Her state service began in 1962. She authored the state's Selection Handbook, which detailed methods of filling job vacancies. She developed statewide job advancement policies, has conducted numerous workshops on career planning, and was the keynote speaker at the governor's conferences on upward mobility held throughout the state last year.

Although she'll be working on deadline to complete ODOT's AA plan, Turner said she is available for career counseling.

Earning her way through college, getting married and raising five children

has made her sensitive to the problems of juggling family and career demands.

"You learn to set priorities," she said, "to make good use of the time you have with your family."

Job advancement is a multi-pronged approach, she said. "We need to prepare to do our current jobs better, as well as be prepared for other opportunities."



Kay Turner: "Keep your options open."

Careers don't always advance step by step in state government. "Sometimes you have to go sideways, take lateral transfers--even demotions--in order to move up later on," she said. "Ask yourself, 'will this really get me where I want to go?' Talk to people who have the kind of job you want, and keep all your options open."

Turner encourages employees to take advantage of the Office of Employee Development (OED). "We have one of the best training offices in the state," she said.

The OED Tuition Reimbursement Program is especially valuable, she said. "Women tell me they can't break into engineering because they can't quit work to attend college," Turner said. "Through on-the-job training, or college courses worked into a job schedule, women who really want engineering jobs can have them."

## Oh, Dottie!

Roy Priem



JOYOUS HOLIDAYS from DOTTIE & CREW



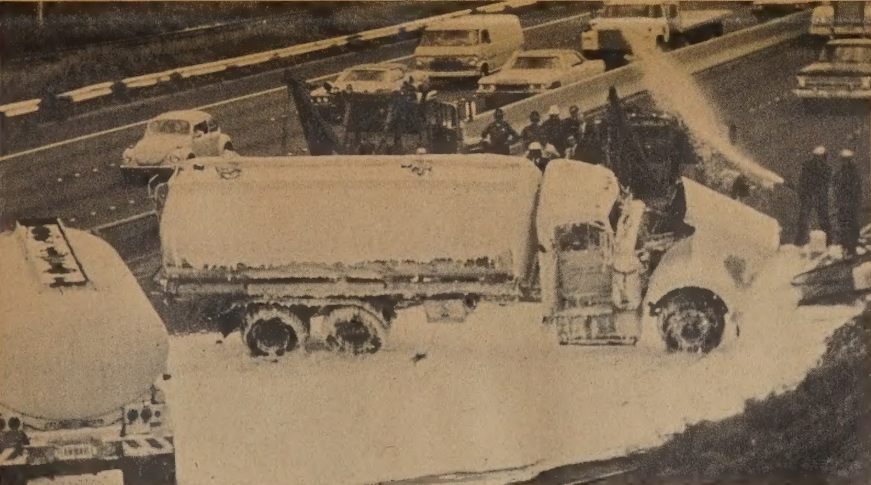


Gathered around the conference table at Region 1 headquarters in Milwaukie recently were some of the men most responsible for keeping state highways open during emergencies in the Portland metropolitan area.

The group included Ed Hardt, region engineer; Mike Stovall, region maintenance engineer; Dick Nelson, highway maintenance supervisor, East Portland; Maury Payne, district engineer; Al Meyer, highway maintenance supervisor, North Portland; and Bob Rottweiler, region safety officer.

They met with VIA to explain what happens when a serious highway spill—from logs to chemicals—occurs in a metropolitan area. All had harrowing tales to tell, but agree that such events happen frequently and are even considered common these days.

Highway crews throughout the state face similar problems, but because of heavy traffic, and often because no alternate routes are available, the metro situation is unique and mandates a specially organized network of response.



Crews spray truck that overturned with special foam to decrease fire hazard.

Emergencies come at any hour, so Ed Hardt's personnel are ready to respond immediately. Thus, his crews have earned the title of "response teams". (Hardt, however, said the label is a little misleading, because the makeup of the crew varies from incident to incident, depending on type and location of spills.)

Mike Stovall said the initial call will normally come from the State Police, who have a list of people to call in the Highway Division. He said the working relationship with the police is excellent, although many times the message is fragmentary. Speed is of the essence, he said, because the highway has to be opened as soon as possible for the movement of traffic.

Normally, Maury Payne said, the foreman involved (they take turns being on call) will hurry to the scene, not knowing what he will find. It could be a caustic or highly explosive chemical, a spilled load of lumber, an overturned mobile home, or a jackknifed trailer with a load of gasoline.

The foreman has authority to call for any equipment, ranging from cranes or blades to brooms. His job is to get the highway open as rapidly as possible, Payne said. His crews are not in the towing or repair service, but often do

these things to get the highway open.

Payne said the party responsible for the spill is sent a bill for the cleanup work required.

Dick Nelson said he's had some strange spills along the freeways. One morning, about 2:30, he got a call that some railroad ties had been spilled along the Banfield. When he arrived on the scene, he found not railroad ties, but lengths of light rail scattered along the freeway.

"Someone made the remark that perhaps Tri-Met was jumping the gun on its light rail system," Nelson said.

How to move the rail before the morning rush hour was the problem, but finally the bridge crew was called on to solve it. The driver of the truck carrying the load had been thrown out of his vehicle on impact and killed. The truck continued on its way for about a quarter of a mile spewing rail before it came to a stop atop the median barrier.

Al Meyer remembers an incident when a truck dropped its load of heavy pipe from the upper deck of the Fremont Bridge to the ground about 80

feet below. Fortunately, the pipe fell in an open field. The crews have had to cope with coils of uncoiled wire, a truckload of fish scattered for a mile and a half along the freeway, and even a load of practice bombs for the military dropped indiscriminately from The Dalles to the Interstate Bridge.

Hardt recalled a time in 1975 when a truckload of hot asphalt oil spilled on a busy section of I-5, in the heart of the city. It was about 2 p.m., before the truck could be moved, and in that period, the asphalt had begun to harden.

Blades were brought in to move the hardening oil which was forming a hump in the middle of the road.

Hardt said they were having a hard time moving the asphalt but the freeway had to be opened for rush hour traffic. He told the crew the work would have to be finished by 3:30 p.m., and as the deadline approached, the roadway became passable.

As a result of that incident, he decided to get his crews better organized for spill control. A list of equipment, and where to get it, was prepared. There are no manuals or procedures on what is to be done—you do what has to be done, he said.

Bob Rottweiler said that proper handling of hazardous material was of

Highway spills are common occurrences in the Portland-metropolitan area, ranging from chemicals to loads of lumber. Metro foremen have organized themselves into response teams prepared to copy with emergencies. They have authority to call on emergency equipment. The goal: get the road safely open to traffic as soon as possible.

major concern. He said the spills appear to go in series, rather than singly. Rottweiler said foremen are acutely aware of hazardous materials spills because of recent training conducted by the Highway Safety Institute.

Rottweiler explained that a phantom red Volkswagen was usually the "folklore" culprit blamed for most of the spills, but he hoped new administrative rules concerning tie downs and loading would help with the situation.

## 'We may be running a railroad by March.'

There are still several "ifs" in connection with the Willamette Valley Rail Study Committee's (WVRSC) recommendation to add two more rail passenger round trips between Portland and Eugene.

"We may be running a railroad by next March," said Dennis Moore, Public Transit Division administrator. "But, only if several requirements are met."

The Legislative Emergency Board (E-Board) has reserved \$1 million of state general funds to aid the 18-month trial program. (See story page one.)

The Oregon Transportation Commission (OTC), however, at its November meeting in Ontario, requested that more analyses be made before the WVRSC's return appearance before the E-Board, probably in February, to ask for the release of the funds.

Specifically, the OTC has requested revised work rules; joint marketing plans for both bus and rail; standards and criteria for evaluating the project, including fuel, energy, and cost-sharing standards; and a bus contingency plan in case the rail project adversely affects bus ridership.

Moore has named Jack Graham, former ODOT employee on special assignment, as head of a special task force of ODOT employees with special

## DMV women save man's life through CPR

Two DMV employees have been credited with saving the life of a 70-year-old man who suffered a heart attack and collapsed at the East Portland Highway Building Oct. 12.

Nancy Butz and Carla Ehelebe, who work in DMV's Fuels Tax office in the Glisan Street building, applied cardiopulmonary resuscitation (CPR) to William Bogart for about five minutes before a paramedic team from Portland Fire Bureau arrived to take over the rescue effort.

"It's funny," says Ehelebe. "We'd been talking about CPR earlier—about how we'd taken the course. I heard a commotion outside later and when I realized what it was all about, I went back inside and got Nancy."

Butz, a clerical specialist who has worked for DMV since April, is a shy heroine, reluctant to talk about the rescue. Ehelebe, a clerical assistant and a division employee since June, also tries to downplay their part in the rescue.

"There really isn't that much to tell. We just did as we were taught. The important thing is to get the word out that people should take the CPR training. "I didn't think much about it while it was happening. Afterward, however, it was a real scary feeling. The first thing I did was go have a drink."

Ehelebe took her CPR training while living in Seattle three years ago. She has signed up for another course, as have five co-workers.

expertise to develop the above requirements for presentation to the OTC in January.

Members of the task force are Martha Hansen, Dave Williams, and Herb Riley of Policy Development; Frank Lane, General Services; and George Bell, Intergovernmental and Public Affairs.

Hansen will be studying fuel, energy, and ridership criteria.

Williams will be concerned with train equipment and service details, through Amtrak and Southern Pacific Railway.

Riley will develop a bus impact contingency plan as a safeguard to bus ridership.

Lane will make a labor analysis of job responsibilities, salaries, union requirements and other fringe involvements.

Bell will prepare a marketing plan jointly serving bus and rail.

"The task force has been given a very complex and highly sensitive assignment," Graham said.

"This is one of the most challenging assignments ever given to ODOT staff. But, a very strong team has been assembled, and I am comfortable that the commitment is there to get a top quality professional job done."

Amtrak officials met in Salem Dec. 4 for a meeting with Moore, and the task force.

Here is the proposed Amtrak schedule, including the two experimental runs, labelled State No. 1 through No. 4.

Southbound (Read Down)				Northbound (Read Up)		
Present		State-2	CITY	Present		State-3
State-4	Amtrak-11			State-1	Amtrak-14	
6:20 PM	3:20 PM	11:20 AM	Portland	9:40 AM	2:05 PM	5:20 PM
6:45	—	11:45	Oregon City	9:15	—	4:35
7:20	—	12:20 PM	Woodburn	8:40	—	4:20
7:40	4:37 PM	12:40	Salem	8:20	12:14 PM	4:00
8:10	5:05	1:10	Albany	7:50	11:36 AM	3:30
9:00	5:56	2:00	Eugene	7:00	10:54	2:40 PM





Smith Rocks State Park and Jerry Lucas, park supervisor who helped local citizens iron out their differences over park use.

## Lucas helps settle Smith Rocks Turmoil

The jagged cliffs at Smith Rocks in Central Oregon are noted for their monumental beauty and challenge to rock climbers throughout the West.

When Gerry Lucas became the central region's supervisor for State Parks three years ago, he inherited a monumental task of his own—in the midst of long-standing controversy about the use of the popular climbing site, he helped the factions involved work out the problems.

He was given an award last month from the Oregon section of the American Alpine Association for his "contribution to the climbing profession, as a non-climber, during the past three years."

The Smith Rocks problem stemmed from too much park use and lack of communication among concerned

persons about the use.

Trails and climbing walls were deteriorating. Although camping was prohibited, climbers and other park users camped anyway. The park's fragile desert vegetation was dying because of uncontrolled camping and removal of dead wood for campfires.

The only restrooms were in the parking lots; there were no sanitary facilities near the climbing walls.

Local residents complained of excessive noise from park users, and that users trespassed on private property to gain access to climbing walls. There seemed to be a lack of confidence by residents that Parks was capable of enforcing regulations, and of preserving the scenic and natural beauty.

Neither local residents nor the Deschutes County Planning Commission favored any park developments to help resolve the problems. And in 1976, shortly before Lucas arrived in Bend, a request from the state to put in a primitive camp and pit toilets was denied by the county.

"Gerry had enough sense to bring all the factions together," said Jim Ramsey, member of the American Alpine Club. "He set up a committee of local residents and climbers to work out the problems."

At the same time, the Alpine Association began extensive work in the park. Members improved most of the trail system and helped write badly-needed signs, which were installed through a combined State Park-Alpine Association effort.

## Gross revenue down 3 percent

ODOT's gross revenue from last July through September fell short of forecasts by about \$1.8 million, or three percent.

While there were offsetting plusses and minuses in other revenue sources, declining gas tax revenue is the major reason, according to the monthly revenue report from the ODOT Finance Branch.

The decline in park user revenue (included in the \$1.8 million) was 17 percent. Gross recreational vehicle revenue alone dropped 3.6 percent, or \$33,000 through the end of September.

## Crews earn SAIF awards

The Salem Building Crew 124-50, headed by Kirk Fox, received a SAIF award for accumulating 12 years without a time-loss injury. Other crews receiving awards include:

District Landscape Crew 141-37, The Dalles; six years without time-loss injuries; Leo Chamberlain, supervisor.

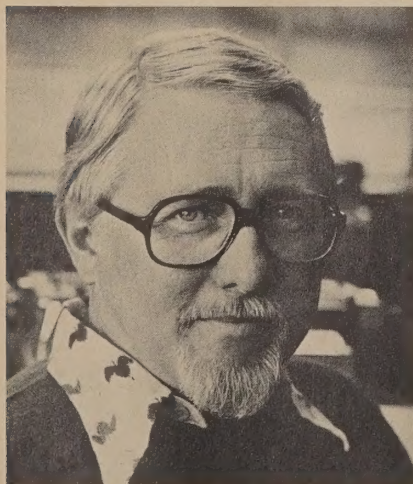
Region 2 Parks Office 420-00, Tillamook; six years without time-loss injuries; Darald Walker, supervisor.

Klamath Falls Section Crew 143-08, 300,000 man-hours as of Nov. 1; Gerald Workman, supervisor.

Maintenance Crew 153-07, 205,807 man-hours; Melvin Wood, supervisor.

Champoeg State Park Crew 410-06, 52,862 man-hours; Lloyd Mitchell, supervisor.

**SAFETY TIP**—Safety Manager Ray Stose reminds employees who must use state-owned vehicles on the job that the risks of drinking and driving during the holidays are especially great. A suspended driver's license could mean some loss in salary during the suspension period, he says. "If you plan to party after work, arrange for another way—not personal driving—to get home," he says. "Or, limit yourself to one or two drinks in an evening."



John Descutner, DMV

The following employees earned promotions recently.

### CONGRATULATIONS!

John A. Ackroyd, HWY, highway maintenance worker 2 to heavy equipment mechanic 1, Santiam Junction.

DeWayne Barber, HWY, HMW 2, Prineville, to HMW 3, Bend.

Peter Bowers, Jr., HWY, geologist 1 to 2, Roseburg.

Wayne Brown, HWY, highway maintenance supervisor 1, Drain, to HMS 2, Chiloquin.

David L. Canfield, HWY, engineering tech 2 to 3, Salem.

Kim L. Cooper, HWY, ET 1 to highway engineer 1, Portland.

Sharon A. Cumbie, HWY, secretary to administrative assistant, Salem.

Harry A. Dibble, HWY, HMW 2 to 3, Santiam Junction.

## Moving up the ranks

Roland J. Dubois, HWY, HMW 3, North Bend, to HMW 4, Coos Bay.

Billy G. Fullen, HWY, HMW 2 to 3, Corvallis.

Mary L. Goldberg, HWY, engineering aide, to ET 1, Salem.

Willie R. Hargitt, HWY, HMW 2, McMinnville, to HMW 3, Detroit.

Michael L. Harris, HWY, HE 1 to 2, Salem.

Kamal C. Hassan, HWY, HMW 2 to 3, Grants Pass.

Milton T. Hoflich, HWY, HMW 3 to HMS 1, Albany.

James W. Johnson, HWY, HMW 2 to 3, Salem.

Paul W. Meyers, HWY, ET 1 to HE 1, Albany.

Arthur L. Miller, ADMIN, senior programmer to programmer analyst, DMV Data Processing, Salem.

Lewis C. Morehead, HWY, ET 1 to 2, Klamath Falls.

Connie E. Ritchey, ADMIN, clerical assistant to secretary, Salem.

Rick D. Rodlind, HWY, ET 1 to 2, Salem.

Alan Russell, HWY, traffic recorder tech., Milwaukie, to ET 2, Beaverton.

Thomas P. Schuft, PARKS, ET 1, Parks headquarters, to HE 1, Salem.

Hazel E. Spencer, PARKS, ranger 1 to 2, Honeyman State Park.

Louis J. Spisla, METRO, HE 2 to 3, Portland.

Bruce E. Thompson, HWY, EA, Coquille, to ET 1, Salem.

Allan P. Troyer, HWY, EA to ET 1, Portland.

Tary D. Underhill, HWY, HMW 2 to

3, Seaside.

Hugh J. Vanderzanden, HWY, HMW 3 to 4, Portland.

Ralph A. Wach, HWY, HMW 2 to 3, Albany.

Marjorie Walker, clerical assistant to secretary, Salem.

### DMV PROMOTIONS

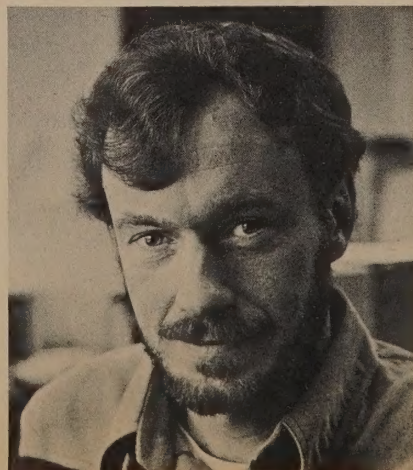
Helen Anderson, motor vehicle rep. 1, Pendleton, to MVR 2, Milton-Freewater.

Mark Bellegue, accountant 2 to fiscal manager 1, Salem.

Diann Brown, clerical specialist, Salem to MVR 1, Beaverton.

John Descutner, office manager 1, Cottage Grove, to Central Region Supervisor, Eugene.

Debora A. Evans, clerical assistant to



Paul Meyers, HWY



Sharon Cumbie, HWY

specialist, Salem.

Eugene Ferguson, CA to CS, Salem. John Forster, MVR 3 to administrative assistant 3, Salem.

Karl Krueger, office manager 3, Beaverton, to program executive 1, Salem.

Marlene R. Looney, CA to CS, Salem.

Mary E. Lulay, CA, Salem, to MVR 1, Beaverton.

Patricia Martin, CA to CS, Salem.

Debbie K. Mingo, CA to CS, Salem.

Kelly S. Morey, CA to CS, Salem.

Peter Nunnenkamp, MVR 4 (central region supervisor), Eugene, to program executive 1, Salem.

Patricia A. Powers, CA to CS, Salem.

Jennie S. Reisch, CA to CS, Salem.

Margyth Shaffer, CA to CS, Salem.

Betty Thrasher, MVR 2, to office manager 1, Milton-Freewater.

Frances M. Zeisler, CA to CS, Salem.





Shirley Eads

## Eads appointed travel director

Shirley Eads, Medford, 34, has been appointed State Travel Director, according to Fred Klaboe, ODOT director.

Eads replaces Victor Fryer, who will retire Dec. 31 after nine years as head of the state's tourism program.

"We're very pleased to have found someone with Mrs. Eads' background and experience to direct Oregon's travel program," Klaboe said, "especially since a healthy tourist industry is so vital to our state's economy."

Eads was director of the Greater Medford Visitors and Convention Bureau for four years, and is a member of the board of directors of the Oregon Hospitality and Visitors Association, a statewide tourist industry promotion group.

She also served on the planning committee of the annual Oregon Travel Conference for the last two years.

Eads has worked in radio and television broadcasting, and has taught speech communication at Oregon State University and Rogue Community College.

She is a native of Washington, and holds a BA degree in government from St. Martin's College in Lacey, Wash. She also has a master's degree in rhetoric and public address from the University of Oregon.

"I feel enormously challenged by this job," said Eads. "My first priority is to travel throughout Oregon and discuss how revenue from out-of-state visitors improves the income and standard of living of everyone, both directly and indirectly."

Eads was selected from about 100 applicants for the position.

## Park crews build sites along Willamette River

During the past year, park crews from Champoe, McIver and Armitage State Parks have developed over 40 public use areas on state-owned land along the Willamette Greenway.

"We have shifted gears from planning to on-the-ground reality," Parks Administrator Dave Talbot told members of the Parks and Recreation Advisory Committee during their Nov. 30 meeting at Silver Falls State Park.

Use of the river has increased, he said. About 12,500 persons were counted during a five-day random aerial survey, compared to 10,000 counted

## Riley dies

Leonard Riley, former Region 3 Right of Way supervisor, died Nov. 24 in Roseburg. He was 70.

Riley started his career with the department in 1956 as a right of way agent. He retired in 1974.

## ODOT's 'jailbird'

# Ellison to head up Rocky Butte project

Because of functional replacement, Bob Ellison has become ODOT's "jailbird."

Ellison, formerly assistant bridge engineer and a 33-year Highway Division veteran, was named last month to oversee construction of a replacement for Multnomah County's Rocky Butte jail. The existing jail lies in the path of the final segment of I-205 now under construction.

Until recently, persons or businesses displaced by highway projects could receive only financial compensation. Functional replacement alternatives now allow highway agencies to construct replacement facilities at new locations.

The jail job promises to be a big one, about 12 stories high in downtown Portland, but Ellison is no stranger to big projects.

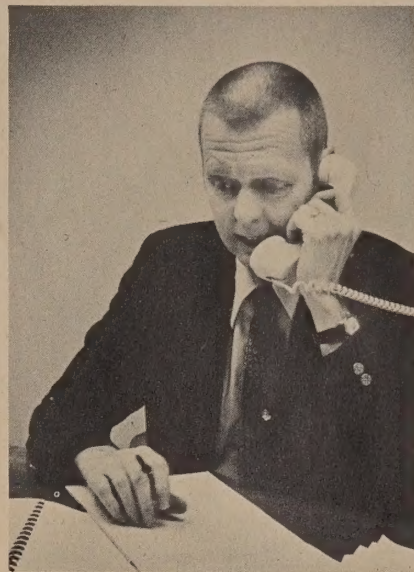
He was project engineer for the Astoria Bridge, at that time the most expensive job ever undertaken by the department.

Although ODOT's replacement responsibility extends only to a \$25 million jail, Multnomah County and Portland are chipping in another \$15 million for district courtrooms and city police headquarters to be housed in the

same building.

Thus, Ellison has several bosses. But he also has some extra helpers, including the construction management firm of Turner Construction, which has extensive experience in building public safety facilities.

Also on board is the architectural



Bob Ellison

firm of Zimmer, Gunsul, Frasca Partnership. A contractor for the excavation phase will be selected by next April.

Ellison's new duties will consist of the heavy construction and contract administration he's been doing for years.

The deadline for completion is July 1982, when the last section of I-205 is scheduled for opening to traffic.

The former bridge engineer is getting a crash course in jail design and construction. "You suddenly realize dry wall won't be enough," Ellison says. In November, he took a four-day whirlwind tour of new jails in five cities from Chicago to Martinez, Calif.

Ellison thinks the new challenge will be an asset to his career, although he admits that "there's not much future in being ODOT's jail expert when this job is finished."

Colleagues regularly refer to him as "our jailbird," and Ellison has lost count of the number of people who said "Oh, I see they let you out," when he returned from his recent jail tour.

This is ODOT's second experience with functional replacement. The first, Binnsmead School, was a result of I-205 displacement several years ago.

## Engineering technique to cut costs

A cost reduction technique known as "value engineering" will be tested during the next three months by a special Highway Division team, according to State Highway Engineer Scott Coulter.

The cost of building and maintaining highways and other facilities has increased drastically in the past few years, forcing transportation agencies to find new ways to stretch shrinking highway dollars, Coulter said.

A Federal Highway Administration (FHWA) policy encourages value engineering throughout highway project development, construction and maintenance. As a consequence, Coulter has established a five-member team on a trial basis, with E. S. Hunter, assistant state highway engineer for Technical Services, as supervisor. The team will be relieved of all other duties during the next three months.

Hunter said, "Value engineering is the systematic application of recognized engineering methods to identify primary functions of a project or service,

establish monetary values for each, and satisfy the functions at less cost."

The question arises, isn't highway engineering normally done on a specific cost-worth basis?

"Value engineering is done more on a step-by-step breakdown of functions and costs," said Steve Macnab, leader of the new team. "Standard, or what we call good engineering techniques, compare projects in terms of alternatives, and cost estimates, but the

using the method on a permanent basis.

An interdisciplinary team produces the best results, according to Hunter. ODOT's team members vary in expertise, and include Cam Gilmour, Environmental Section, Rick Kuehn, district engineer, Salem; Jim Chidsey, Right of Way Section; and Vince Tabor, FHWA, in addition to Macnab.

In studying projects to be considered, Macnab compared value engineering to a buyer purchasing goods



Value Engineering Team, from left, include Jim Chidsey, Vince Tabor, Steve Macnab, Rick Kuehn, and Cam Gilmour.

approach is not as systematic as in value engineering."

The team will select at least three projects to analyze from lists of suggested topics submitted by several Highway Division sections. The projects selected will have the highest potential for large savings.

Good candidates are items used on a regular basis, such as signs, guideposts and lights.

"Although value engineering includes another process, it should cut the overall cost," said Macnab, noting that other states, including California, are

or services because they provide certain functions at a cost he is willing to pay.

He also cited a value engineering study of sign posts done by another state. The posts were fashioned by hand and tapered at the top. Engineers asked why the tops were tapered, and determined that flat topped posts at a much lesser cost would serve the purpose equally well.

The team will make a final report at the end of its trial period and will recommend whether the division should establish a permanent team, and if so, how to implement the program.





Jerry Robertson is VIA's inquiring photographer. He selects his own subjects. VIA's editors frame the question of the month. Answers are edited only for length.

# CANDID COMMENTS

In light of declining park revenues, should State Parks permit limited commercial cutting of trees in non-fragile areas in parks, provided the scenic value isn't adversely affected?



**ELGUS FRANK, DMV**  
Office manager, Prineville

No. They should leave the terrain and natural surroundings as they are.



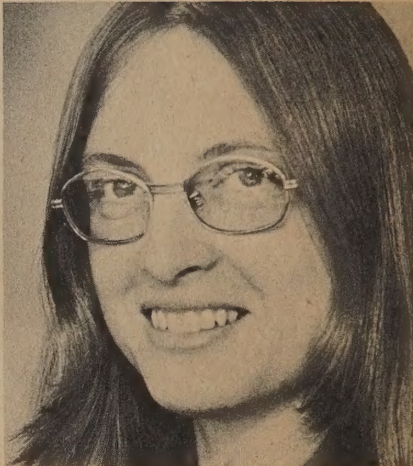
**BILL HAYDEN, PPD Branch**  
Policy Development manager, Salem

Before more extensive cutting is permitted, all ramifications should be considered. Will a relaxed policy open the door to more commercial pressures on State Parks? What will be the immediate and future consequences of removing trees? I'd oppose it if the objective is just to raise money. The current policy that trees should not be cut without very good reason, appears to be sound.



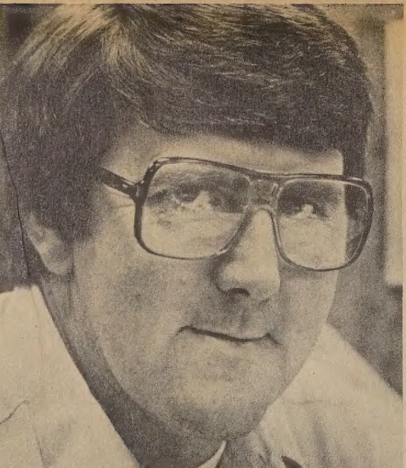
**ROGER HOLSTEIN, PARKS**  
Manager 4, Beverly Beach

Yes, as long as it's done under very controlled conditions.



**NANCY LANEY**  
Environmental Specialist 2, Salem

No. Our park lands should be retained in a natural state. In this way, natural habitat is maintained and older growth trees preserved. I feel parks should be working towards preservation of areas and should not be involved in destruction of the natural environment. Allowing commercial cutting for financial support is a shortsighted solution with long lasting consequences. Other sources for revenue should be found.



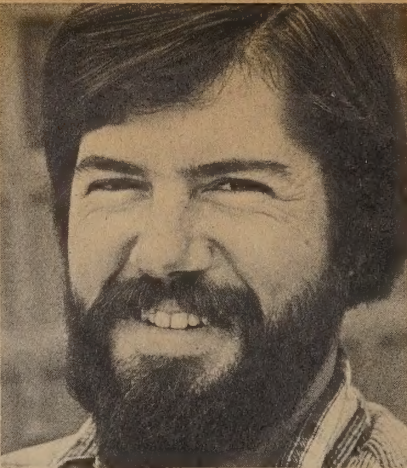
**DAN DOUGHERTY, PARKS**  
Planner, Salem

On non-recreational lands, it's legitimate. We have 2-to-3,000 acres in the system suitable for selective timber harvest. This is a good, practical way of providing revenue for a system that has to become self-sufficient, as long as the recreational and scenic value of parks isn't harmed.



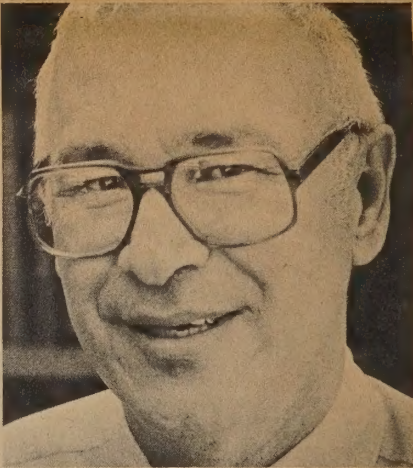
**KERRY COOK, HWY**  
HMW 2, Parkdale

The purpose behind the state park system is to preserve the area's natural beauty. State parks are one of the few areas that are easily accessible to the public that haven't been commercially logged. The Parks Division is experiencing a financial problem now; however this is not a good solution.



**GREG THOMAS, HWY**  
HMW 3, Sisters

Yes, provided the division stays within strict guidelines, and no outcries are heard from the public. If more cutting is permitted, there will be a need for more public relations to explain the reasons.

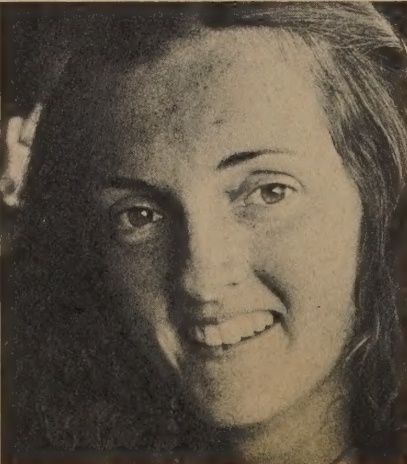


**JACK SOLLIS**  
ODOT chief counsel, Salem

In general, I favor the idea. Like people, trees grow old and die, so we may as well make good use of them. Some trees have to be removed to avoid potential injury to park users. A dead limb could fall on a parked camper, for instance. Trees are also renewable resources--we can replenish what we remove.

**DALE HIATT, HWY**  
District engineer, Ontario

Yes. Harvesting some of the mature trees in parks is a good way to increase revenue. It would be a crime, however, to cut any trees near highways or in other scenic areas. But it would also be a crime not to make use of dead or dying trees that only decrease the health of the forest.



**MARLA GAARENSTROOM, PARKS**  
Ranger 2, Farewell Bend

Yes, provided each park is first evaluated on its timber resources. Any guidelines for cutting should be strictly followed. In our park, we couldn't spare any trees--they've all been brought in specially for the park and are used for shade.



# Cec Head ends four decades of service

By John Earley

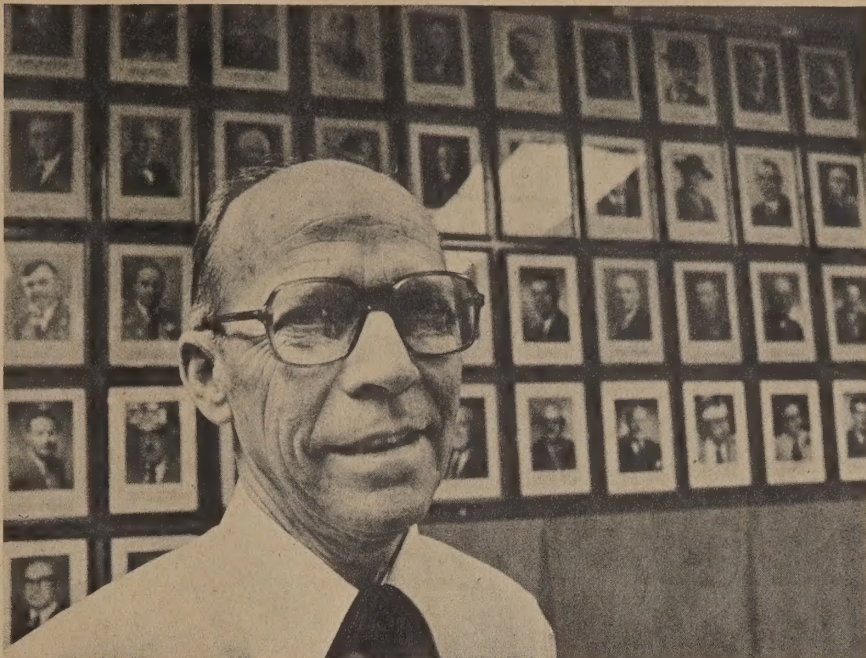
A temporary job that led to a career spanning more than 44 years with the Highway Division and ODOT will come to an end Dec. 31 when Cecil W. Head pushes aside his pens, pencils and recording devices and says farewell as manager of the Commission Services Section.

Cec began his highway career at age 17 when he was hired as a temporary traffic counter in Portland at 82nd and Powell. When the counting was completed, he was asked to come to Salem, again on a temporary basis, to help summarize the material.

At that time, the Highway Division was located on the second floor of what is now the Department of Commerce Building on 12th Street in Salem. He worked for Karl Hinges, whose son Norman now works for Project Management.

He also served as supply clerk and in 1937, when the state participated in a highway planning survey for the Bureau of Public Roads, Cec was assigned to making reports.

In 1940, Cecil was transferred to the office of Herb Glaisyer, who served as secretary to the Highway Commission. Little did he know at the time but it was the office where he was to spend the remainder of his highway career. He worked in the mailroom, ran the



Cecil Head retires after 44 years. His "bosses" are pictured in the background.

mimeograph machine, the offset press, and sent out news releases.

Things were going fine for young Cec until Uncle Sam tapped him on the shoulder in October 1942. As a member of the 91st Infantry Division, his unit was in combat in the Rome-Arno, North Apennines and Po Valley Campaigns, all

in Italy. He returned to work in the secretary's office in 1945. He met and married the former De Story in 1948. De now works in the Bridge Section, but at the time she was secretary to the late W. C. (Dutch) Williams.

Cec indicates that at the time, "Williams did not appreciate him

stealing his able secretary," but did not hold it against him when he took over as highway engineer.

From 1948 to 1958, Cec was in charge of the mail room, printing unit, and served as office manager. When Glaisyer retired, Floyd Query moved up to the position of secretary, and Cec was named his assistant in 1958. He remained in that position until Query's retirement in 1972 when he took over as secretary. The title was changed in 1973 when the Highway Commission became the Transportation Commission.

When talking to Cec about some of his accomplishments during his long tenure, he said the interview was "like going to the dentist." But he said he is beginning to talk a little more now than he normally does. He has well earned the title of the department's "quiet man,"--the one who accomplishes a great deal but says little about it.

Commission meetings were held in Portland before 1954. They were two-day affairs, with the bid opening being conducted on one day and the business meeting on the next. He describes today's method of holding the meetings and the bid openings at different times as much better and more efficient.

## Under 26 commissioners...

Since 1917 when the Highway Commission was organized, there have been 45 commissioners, and Cec has served under 26 of them. T. H. Banfield was the first one he knew. Cec took documents from the Highway Division to Portland for Banfield to sign.

Until the work was decentralized in 1974, Cec had to travel to the most remote parts of the state to record public hearings. He would go under all weather conditions, unload his recording equipment, set it up, and be ready to go well before the meeting was scheduled to start.

Following the meeting, he would disassemble the equipment, load it into the car, and frequently take off for Salem arriving at 2 or 3 a.m. He would be at work at 8 a.m. that morning. It never seemed to bother him.

The Bureau of Public Roads started asking that verbatim records be kept of testimony given at public hearings concerning highway matters in 1958. It is estimated that from 1958 to 1974, Cec attended about 248 public hearings. He says he doesn't miss the hours but he does miss seeing the people he's known for years.

## Under 7 engineers...

Cec recalls working for seven highway engineers, beginning with Sam Baldock, and continuing through Dutch Williams, Forrest Cooper, Rod Porter, Tom Edwards, Fred Klaboe and Scott Coulter. He describes them all as great to work for, although each had his own way of getting things done. He has worked with all the legal counsels of the division, starting with J. M. Devers and continuing through Jack Sollis.

He remembers Baldock coming into his office in the early 1950s and saying, "Are you busy?" Cec had said he was, but Baldock asked him to drive to Portland where a speech was scheduled. They met Portland city officials on the west hills overlooking the city. Baldock said, "It's going to be pretty tight but we can squeeze it in there." He was referring to the location of I-5 through West Portland--where the freeway wends its way today, Cec says.

Cec plans to become serious about golf, do some yard work and study painting and sketching at Chemeketa Community College. He and De plan a trip to Palm Springs in February, then to Hawaii next fall.

Cec, who will be 62 in March, says with a smile "This is a good time to say goodbye," because he came in while a study was being made to improve 82nd and Powell--major changes to this same area are being planned right now.

## New records manager

# Forms control to be more visible

Gayla Cavaliere, former DMV employee and new head of the ODOT Records Management Unit, is looking for business.

Her business is to streamline the dozens of forms and records used in the department. Replacing Bill Brockhaus, who retires this month, Mrs. Cavaliere said she plans to "be more visible" and approach employees, rather than wait for them to seek help in eliminating unneeded forms, or in designing more efficient ones.

Working at the DMV gave her the necessary paperwork background. "My 18 years there equipped me with a lot of experience--the DMV alone has 900 separate forms," she said, "and we

recently designed a form for automated inventory control."

Mrs. Cavaliere grew into the records management field through on-the-job training and courses she could squeeze in between family and work responsibilities.

She is currently helping the Right of Way Section analyze its 125 forms. "After weeding out duplications, we can eliminate at least 30," she said. Her next "attack" will be the Highway Division's time-keeping system.

"We use 23 different forms to keep track of highway work hours," she said. "We could combine several of them."

Mrs. Cavaliere, however, is careful to point out her office doesn't plan to play



Gayla Cavaliere: Avoiding the "Big Brother" image in forms control.

"Big Brother" in forms control. "We won't refuse to allow a new form if it's really needed," she said. "We'll just help make it better."

Mrs. Cavaliere plans to increase efforts to preserve ODOT's vital records. For instance, Transportation Commission meeting minutes are being microfilmed. "We're planning to microfilm more records, because archive storage space is critically low," she said.

Former Gov. Straub three years ago ordered state agencies to curb paper work and simplify forms. "The cost of paper has risen 67 percent in two years," Cavaliere said. "However, only five percent of a form's cost is in paper. The rest is in design and the time required to fill it out. That's why good design is important."

A records manager, therefore, should be able to eliminate enough paper and time needed to complete forms to pay his or her salary, according to Cavaliere.

"We've recently combined two forms used in the Construction Branch," she said, "which will save ODOT about \$13,000 a year."

Cavaliere encourages employees who have any questions about records management or forms, to call her (378-5411).

## Way Back When ...

Salem, Oregon,  
June 19, 1913.

The first formal meeting of the State Highway Commission, with all members present, was held to approve voucher number one, for paying the amount of \$85.28 postage for the department.

*Oswald West*  
Chairman  
*Ben M. Olcott*  
*Thomas B. Kay*

*H. L. Bowlby*  
State Highway Engineer

Minutes of today's Transportation Commission meetings are a far cry from the simple transactions of early Highway Commission meetings. Above are the minutes from the first meeting ever held, with Gov. Oswald West as chairman. Ben Olcott, secretary of state, and Thomas B. Kay, state treasurer, were the first commissioners. Minutes these days average 45 pages. They are bound and kept in a safe at Commission Services by Secretary Cecil Head, who is retiring this month. See story, above.



# On the job with Linda Apple



By Shannon Priem Allen

If ODOT is looking for an "affirmative action" success story, Linda Apple could write the script and play the starring role.

Linda started with the department in 1974 doing secretarial work. Now she is the head forecaster of highway user revenue under Loyd Henion, manager of the Financial Planning and Economics Branch.

She compiles data on the state's economic conditions, such as employment trends, inflation, park revenues, gas consumption and other road user revenues, in order to predict the millions of dollars ODOT can expect to receive.

In other words, many of the projects ODOT plans to do rest on her ability to predict ODOT's income--and that's a lot of weight on the shoulders of a petite 30-year-old whose large, dark eyes dominate an open, friendly face.

Friends and colleagues say she has a very logical, mathematical mind and an amazing memory for detail. Combine that talent with her commitment to "learn and do more than the job requires," and you have Linda's upward mobility recipe.

"Linda is very positive and determined," Henion says. "She talked me into giving her small research projects when she was an administrative assistant in our office, and always followed through."

Linda began expanding her secretarial duties with ODOT under Fred Miller (current head of administration, who, in 1974, worked in financial planning).

"He needed to write a letter," Linda recalls, "so I told him I could put the facts together and write it myself." When a need arose for a legal contract, Linda often took care of that, also.

Linda grew up in Silverton, where she "admits" being a straight-A student in high school. She was also salutatorian of her class.

"I've always loved school," she says. "Wherever I am, I take classes." She's currently working toward both bachelor's and master's degrees in economics at Willamette University in Salem, hoping to get both within three years.

Linda resigned from ODOT in 1977 to study her first love--medical technology. But she soon realized she preferred economics because, she says, "It allows you more control and

authority in a job."

Linda took the research analyst exam later in 1977 with hopes of being rehired at ODOT. Scoring 100 on the test, she headed the list.

After being rehired, she was put to work researching tourist revenues, preparing background data for legislative presentations and projecting highway user revenues.

"I told her I'd continue expanding her job if she wanted more experience," Henion says. "Her Willamette classes greatly help with the research projects we give her."

At the office, Linda is more than a research analyst, Henion added. "She's also our memory bank. We often rely on her for details about past projects or reports. And because of her secretarial skills she keeps us well-organized."

### Sharing roles

Married at age 18, Linda helped put her husband through school. Dwight is the training coordinator and customer services manager for the DMV. In turn, Dwight now encourages Linda to develop her career.

"It's in his nature--and college training--to be very supportive and help me broaden my career," she says. The couple shares cooking and household duties. "There's no division of roles. We just do what has to be done."

They have a three-year-old daughter, Jennee. Linda stayed home for almost five months after she was born. "I

wasn't happy just staying home," she says. "I felt guilty at first, leaving Jennee to come back to work. But you have to do what's right for you, and I'm not content being a housewife."

The Apples make a point of spending time together as a family. "It's more important to concentrate on quality time, not just quantity," Linda says.

Despite her non-domestic inclination, Linda enjoys cooking gourmet meals with Dwight for their friends. She also likes to relax in the evenings with a crochet project.

Linda credits her career advancement to having flexible supervisors who allowed her time for training on the job. Her Financial Planning and Economics Section co-workers have been "fantastic," she says. "They've been like big brothers."

"You also have to be committed to improving yourself," she added. "No one will do it for you. You just have to take risks and prove yourself."

Linda has "proven" herself several times, according to Henion. "I'll admit, people have been skeptical of Linda. They think I've lost my mind when I give a big research project to a 'little gal' like her," he says, adding with a laugh. "Then they work with her and realize I know what I'm doing."

Her future goals? Linda is content working at ODOT while attending college. Eventually, she hopes to get into management, either in state government or in the private sector.

## Trans - Trivia

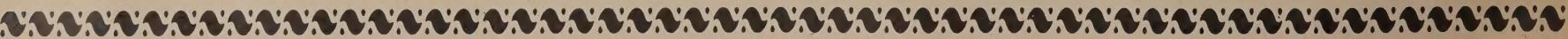
TRANSPORTATION QUIZ

See answers, page eight

- Conservative estimates of timber volume in state parks, at 710-to-200 billion board feet, represent a commercial value of:  
a. \$40 million   b. \$80 to \$100 million   c. \$140 to \$200 million
- A synchronized series of traffic lights improves urban traffic flow, but wastes gas by speeding up traffic.  

True or false?
- The acronym, SOLV, stands for:  
a. Stop Oregon Litter and Vandalism  
b. Save Oregon Lives from Violence  
c. Support Oregon Licentiousness and Vulgarity
- The name, Champoege, comes from what origin?  
a. French   b. Indian   c. Undetermined, but possibly both French and Indian.
- How many miles on the Willamette River Greenway are publicly owned?  
a. None   b. 65 miles   c. 250 miles
- Emergency vehicles and ambulances must stop for stopped school or other buses using flashing lights and picking up or unloading children.  

True or false?



## Retirees let us know what's happening

**In Good Health**

Albert Puckett, 153 45th Ave. SE, Salem, 97301, Retired 1978.

Albert and his wife, who recently retired, have been keeping busy with their house. They've gone fishing in

☆☆☆☆☆☆☆☆☆☆

ANSWERS TO QUIZ: 1-c; 2-false, (it reduces stop and go driving. According to a study, 350 million gallons of gas could be saved each year if 20 percent of the nation's signal systems were updated). 3-a; 4-c; 5-b; 6-True (the 1979 Legislature changed the law to require "stopping, then proceeding with caution").

Eastern Oregon.

"We're enjoying retirement, and are in pretty good health most of the time," he said.

**Convenient 'neighbor'**

Tom Pomeroy, 1909 Nut Tree Dr. NW, Salem, 97304. Retired 1976.

The Pomeroy's now have a golf course for a next-door neighbor. They recently moved from Newport to Salem town. Tom writes:

"Years ago I used to hear 'retire and lay around.' Ha. with the golf, my stamp collection, a little traveling (Toronto, Reno--where I could never beat those one-armed guys), a little yard work, mighty little, the days are just getting shorter or I'm getting older,

heaven forbid."

Tom is still active in organizing stamp shows for dealers in the Northwest.

## Via

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